

Chapter 11: Conclusions and Recommendations

11.1 Introduction

Miller³ Consulting, Inc. (M³ Consulting) was commissioned by MDC to conduct a Disparity Study to determine the level of availability of minority- and woman-owned businesses (M/WBEs) in MDC's relevant market and the actual utilization of those firms in MDC's contracting opportunities. M³ Consulting conducted several analyses for MDC: legal analysis, statistical analysis of disparity in purchasing, purchasing analysis, survey analysis, anecdotal analysis, private sector analysis and race-neutral analysis. These analyses provide an overall picture of the environment faced by M/WBEs attempting to do business with and in MDC.

11.2 Conclusions

Based on the findings in the previous nine chapters, M³ Consulting draws an inference of discrimination against:

- African American-owned firms in construction;
- African American-, Hispanic American-owned firms and WBEs in non-professional services; and,
- Asian American-, African American-, Hispanic American- owned firms and WBEs in goods & supplies.

The disparity analysis revealed statistically significant disparity in these industry categories for these groups. For A&E and professional services, the disparity analysis either revealed non-significant disparity or overutilization for all M/WBEs. The regression analysis further suggests that disparities found may be due, in part, to race/gender/ethnicity.